

Misean Cara



Heydi Foster
CEO

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“Misean Cara works to bring about transformation through supporting missionary organisations and their partners, who are involved in promoting poverty eradication, education, health care, social justice, peace and the promotion of human rights.

I first had the opportunity to work with Caplor Horizons while revising and developing our organisation's vision; this started in late 2014. Misean Cara is a membership organisation with 91 diverse members working in over 60 countries around the world. Therefore, it was imperative for the process of developing the vision to be transparent, inclusive and participatory. We considered 13 different organisations to provide external input and selected Caplor Horizons. Then, over a period of six months, Ian Williams and colleagues engaged with hundreds of people (members, board and staff) in an extremely professional, engaging and inclusive manner. They didn't just help us create a process that was inclusive, they also helped make the process fun and interactive. Everyone who interacted with Ian was struck by his integrity. Caplor Horizons helped us produce a vision document that had 100% buy in from everyone.

Based on this successful experience, Caplor Horizons carried out a Mid-Term Organisational Strategy Review in mid to late 2015. This involved a number of people from Caplor Horizons, including Simon Oldroyd, Lorna Pearcey and Jean Sellar. We were impressed with all members of the team. A very robust and insightful review was completed.

Starting in 2016, the third major piece of work was to facilitate a strategy development process. This had a global consultation process involving over 1,000 people - the most participatory and inclusive approach that Misean Cara had ever undertaken. This was completed in early 2017. It involved a number of people, including Professor Sharon Turnbull, Helen Garforth, Ben and Simon Oldroyd, Jean Sellar and Lorna Pearcey. Once again Ian, Lorna and their team supported the delivery of an excellent strategy against a tight timeframe but using a very engaging and inclusive process. This generated great support for our new strategy amongst our many stakeholders; for instance, one very important stakeholder described it as ‘the best strategy they had ever seen’.

Caplor Horizons organised that Charles Handy facilitate a session with us in mid-2017 at which John White and Ian attended. This was very inspirational.

We have also been continuing to work together since. This has been focused on helping deliver the strategy and bringing about effective change, mainly with staff though Caplor Horizons has also continued to facilitate days with our Board. The sessions have been very stimulating, positive and helpful. We appreciate, once again, the contributions of various people: for instance, the

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very stimulating contribution, led by Clive Hyland, on neuroscience and its application to leadership and team working. I have also benefited from ongoing mentoring input.

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I would be delighted to work with Ian, Lorna and their team in the future and have no hesitation in recommending the work of Caplor Horizons."